

The Evolution of Office Space and Technology in the Roaring 2020s

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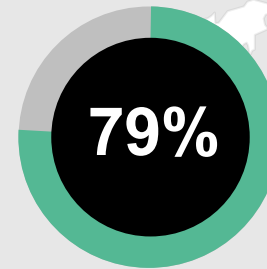
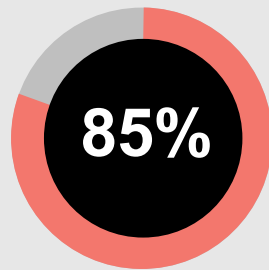


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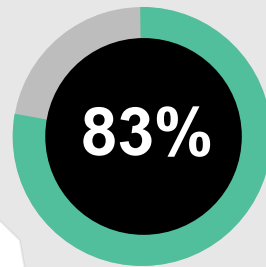
Future of Work

Pre-Pandemic, 85% of employees were "all or mostly onsite".

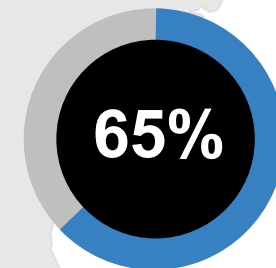


Are planning on/considering a hybrid or fully remote workforce moving forward.

Currently, 83% percent of staff are "mostly remote or hybrid".



Of those who were all onsite pre-pandemic, 65% are going hybrid.



State of Association Workplaces
Post-Pandemic Survey

The Promise of Hybrid is Great



Meshes Leader Ideals with
Employee Autonomy

Opportunity for Workforce
Development

Talent Retention / Attraction

Broader, more effective Collaboration

Cost Savings / Reductions

5 Essential Elements™ of a Distributed Workforce



Communications



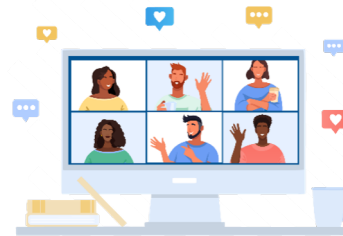
Operations



Manager Development



Employee Engagement



Culture

Optimizing Operations



Assess organizational strengths & opportunities for improvement
Transparent decision making

Update/Implement fair & equitable policies to reflect working in a hybrid remote work environment

Ensure secure & easy access to shared data & files

Identify appropriate technology tools to support better communication & collaboration

Reevaluate office space needs and configurations to promote effective use of space

3 Key Questions for Hybrid Remote Offices



How do we optimize
our operations?



What technology tools do we
need for our hybrid work
model?



What do we do with our
current office space?



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Looking Toward the Future

Options to Consider

Status Quo

- 200-300 SF per person
- Familiar planning strategy
- Dedicated seat environment

Hybrid

- 130-180 SF per person
- Workplace becomes a vehicle for connection by offering variety of assigned and unassigned seating and meeting space types to give choice

Innovation Hub

- 90-130 SF per person
- Varied and purposeful meeting spaces encouraging coming together
- Unassigned seats are available for touchdown, not intended to be used at length

Creating the Future State

Post-Pandemic, offices will need to be designed as a space where employees are drawn to work.

The office will evolve from a “place to work” to a “place to meet”

↑ Increased Focus on:

- Collaborative Communal Spaces enabled with Technology
- Holistic View of Real Estate
- Formal and Informal Spaces to promote varied opportunities for Knowledge Transfer

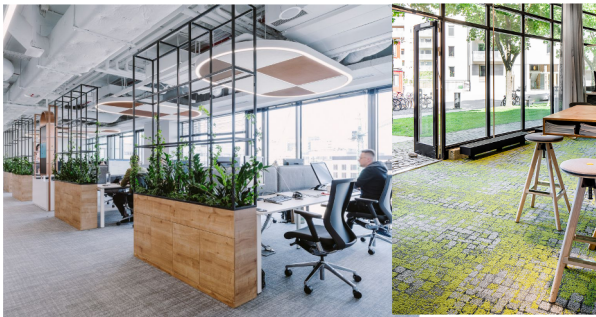
↓ Decreased Focus on:

- 1:1 Assigned seating (both workstations and private offices)
- “One Size fits all Planning”
- Notion of productivity only happening at your desk



Wellness & The User Experience

Mobility, Mindfulness, Well being



"In these trying times, psychological comfort is becoming as important as physical comfort."

– Lauren Gant, PHD

Wellness will take center stage and designers will be adhering to solutions that will promote this including:

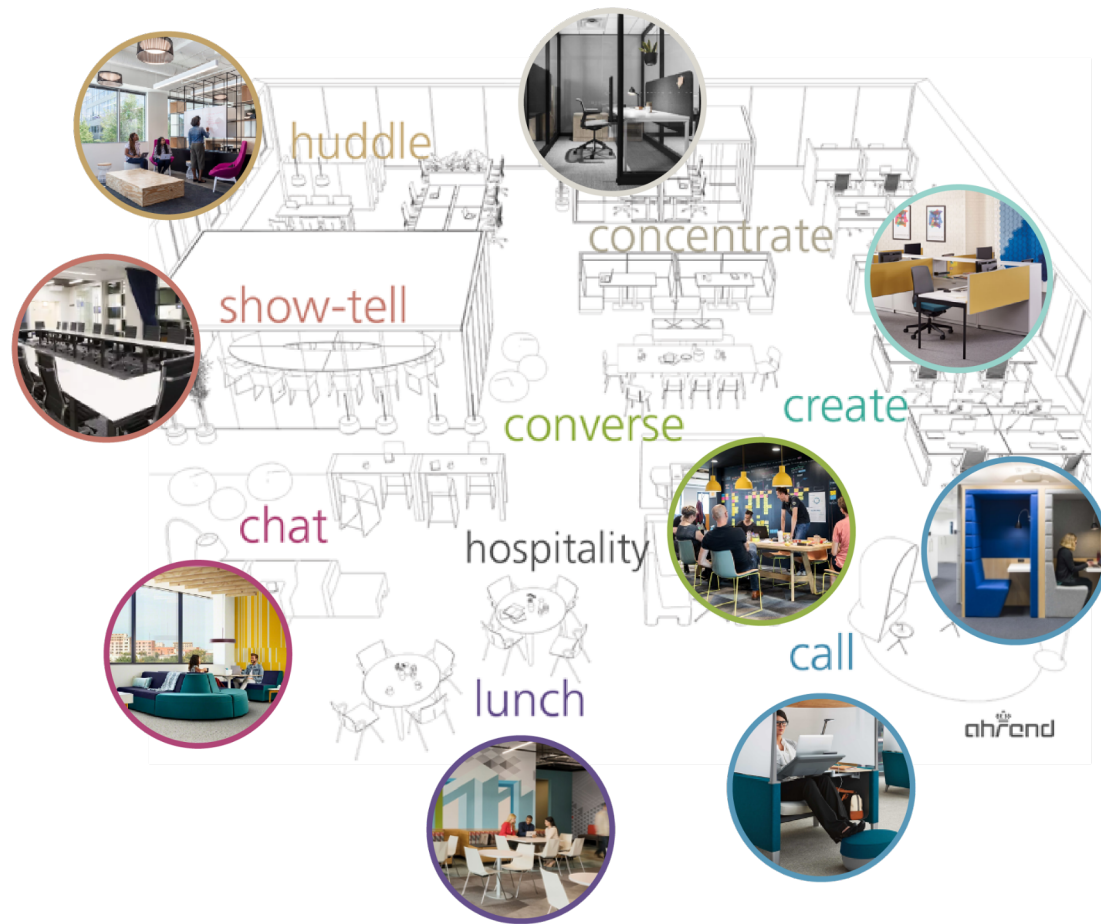
- Air-Filtration Systems / Fresh air
- Outdoor Spaces
- Biophilic Design Elements
- De-Densified Floor plans

Increased Options for Flexibility

Freedom, Movement,
Productivity

Adopting the concept of
“**Activity-Based**”

workspace can enable
workers to choose
the “**place**” and the
“**settings**” where they
can do their best work.



Merging Remote and In-Office Collaboration

Efficiency, Interaction, Creativity



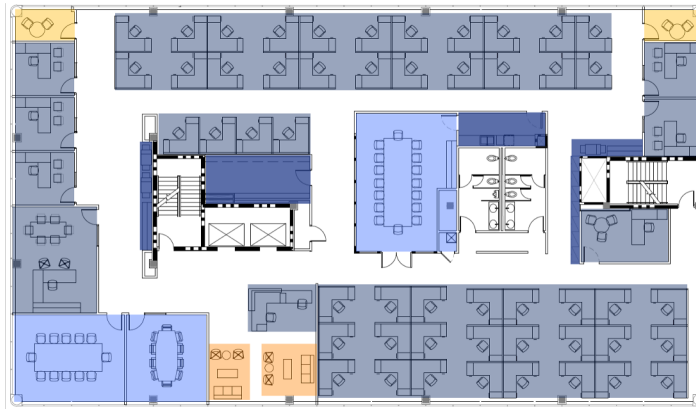
Post-Pandemic, companies will continue to seek technologies and support spaces to better connect employees who are in office and those off-site.

Equipping a variety of workspaces and ensuring employees have access to standardized technology will be key to promoting collaboration among a distributed workforce.

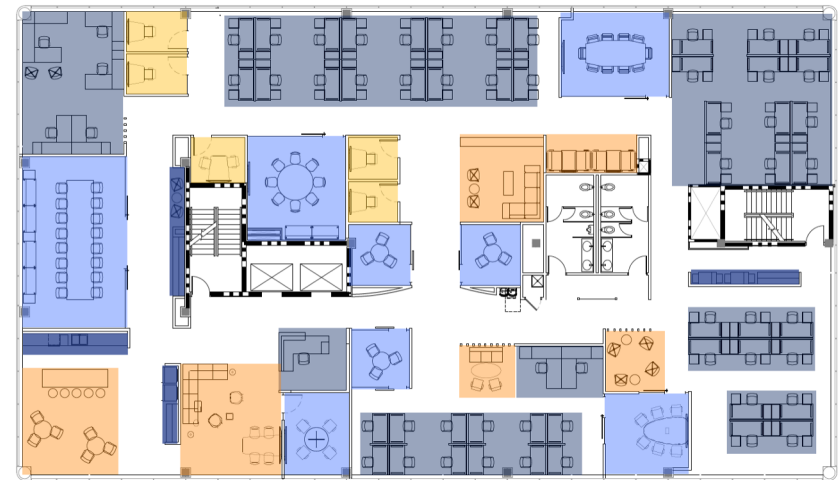
Rethink Your Workspace

Can a redesign enhance productivity and innovation while supporting flexible schedules?

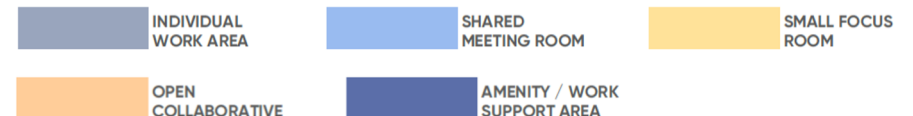
Current State



Future State



Space Type	Current State	Future State
Dedicated Workstation (1:1)	48	8
Shared Workstation	0	50
Dedicated Private Office	7	0*

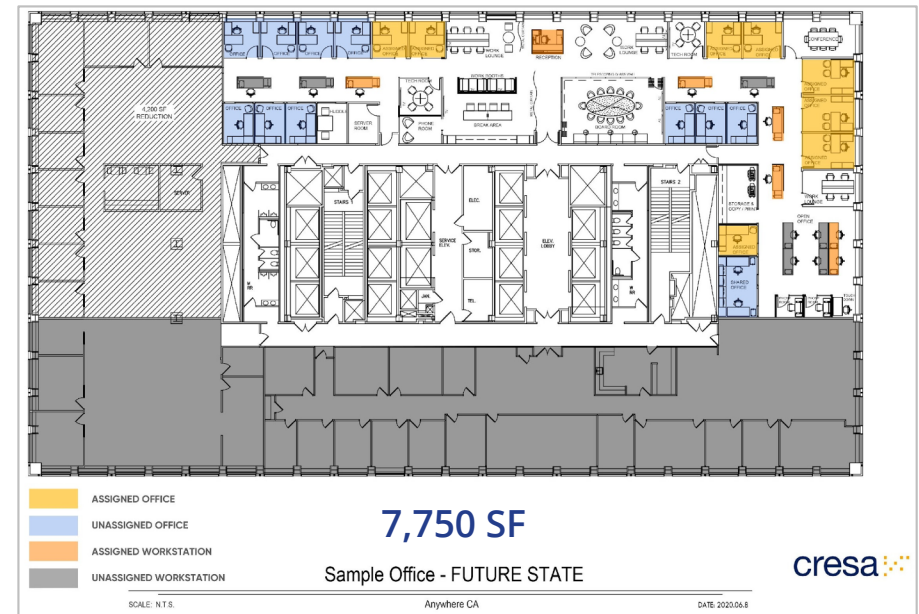
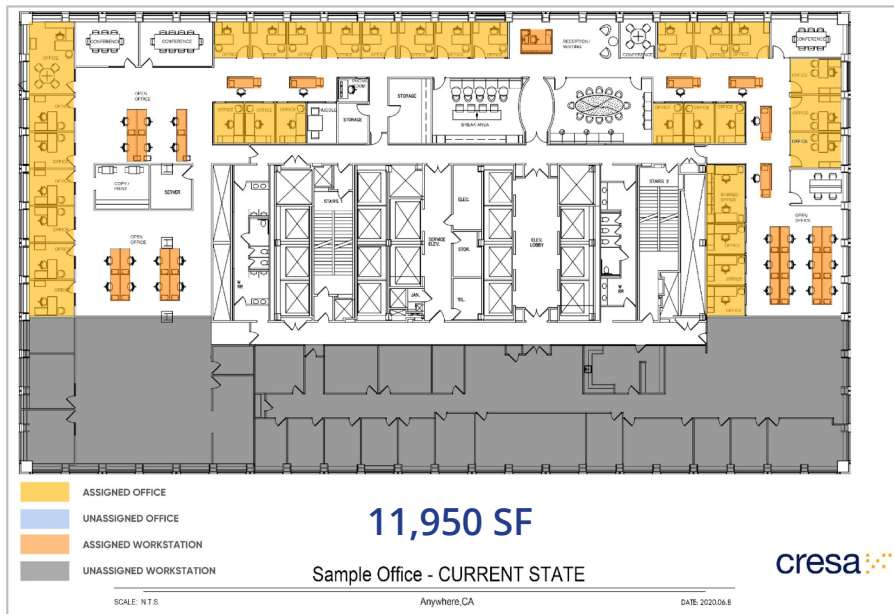


**focus rooms available for heads down work or private meetings*

Explore Reductions in Space

Achieve cost avoidance by shedding space while still supporting employees with the space they need

35% Space reduction achieved.





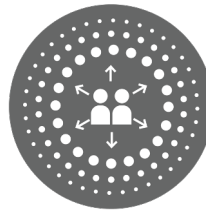
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Setting the Stage



New tools are
the means, not
the end

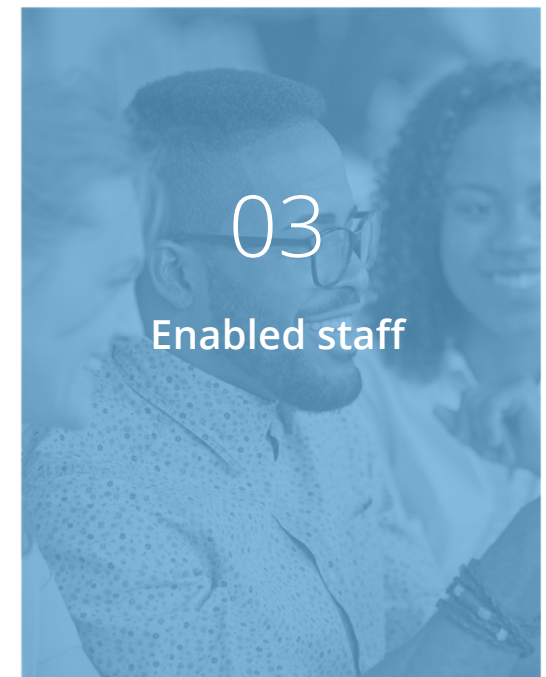
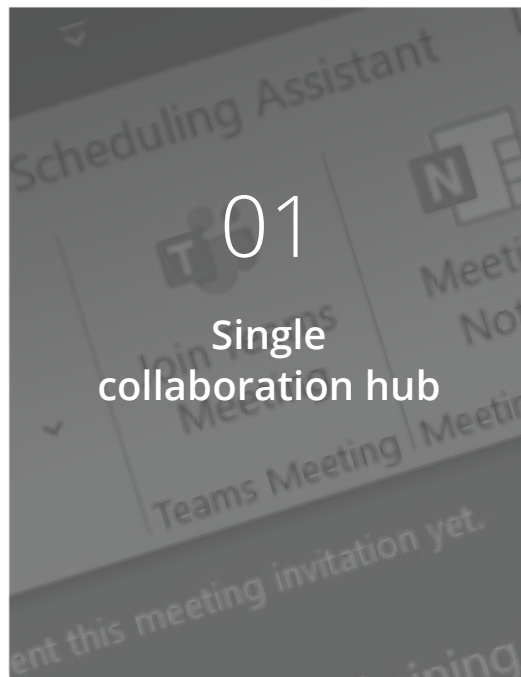



It's easy to spread the
organization thin



Change management
is key

The three things that have the most significant positive impact:





Q&A

Presented by John Clese